

Vice President Reliability, Quality & Safety

Bon Secours Mercy Health

This Position Specification is intended to provide additional information about Bon Secours Mercy Health (BSM Health) and the position of **Vice President Reliability, Quality & Safety**. It is designed to assist qualified individuals in assessing their interest in the position. BSM Health is an Equal Opportunity Employer.

BSM Health has retained Summit Talent Group to conduct this national search.

September 2019

Position Description

Bon Secours Mercy Health (BSM Health) has retained [Summit Talent Group](#) to conduct a national search for a physician leader for the role of Vice President Reliability, Quality & Safety (VP). Reporting to the system Chief Nursing & Quality Officer and partnering in a dyad with the Nurse Executive - VP Reliability & Safety, the VP works with system Quality, Process Improvement and High Reliability teams (Center for Reliability, Quality & Safety and Center for Professional Nursing Experience) on the system strategy of a culture of safety, high reliability and sustainable paths for success.

This newly created role has executive responsibility for expanding and standardizing the culture of safety, harm reduction and prevention across the system to achieve BSM Health's Board approved goals on sepsis, readmissions, HAI, opioid reduction and falls.

The BSM Health Integrated Care Transformation Quality/Safety Operating Model is based on the principles of high reliability. The incumbent will have strategic responsibility for determining the priorities and tactical actions for reliability through care pathways, order sets, formularies, and technology. Moreover, the VP will work collaboratively with subject matter experts and system leaders to:

- identify emerging medical trends for care delivery and harm reduction;
- design a peer review/ongoing professional practice review program;
- implement a data-driven plan to achieve provider driven experience and safety results.

As a member of the System Clinical Leadership Council, composed of the Group Chief Clinical Officers, Group Chief Quality Officers, Group Chief Nursing Officers and Senior Leaders from the system Chief Clinical Officer and system Chief Nursing & Quality Officer teams, the incumbent contributes to the overall governance, oversight and direction of care transformation across BSM Health's continuum of care.

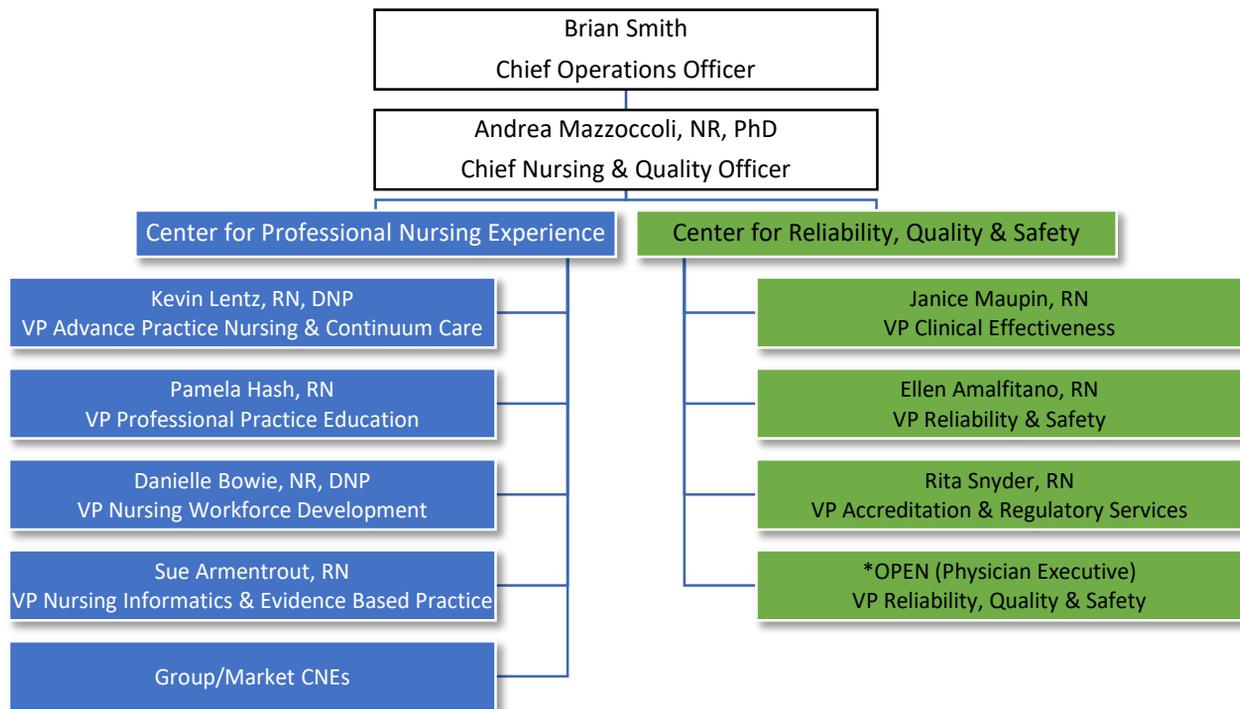
The VP will be a leader who can successfully communicate a compelling vision; demonstrate passion for quality and safety; contribute to the development of BSM Health's clinical infrastructure; and facilitate change -- culminating in improved population health outcomes, better patient experience, reduced cost, and care team well-being.

The candidate will be a Medical Doctor, with the ability for licensure in the state of Ohio; ten years in clinical practice and five years in a hospital (physician) leadership role. Highly valued is a technical understanding of the concepts on AHRQ High Reliability and Patient Safety in a complex, adaptive healthcare organization. An MBA or MMM is preferred.

Vice President Reliability, Quality & Safety

RESPONSIBILITIES	
Essential Job Functions	Patient Population
<ul style="list-style-type: none"> • Determines the priorities and tactical actions for reliability, quality and patient safety success related to standardization of care delivery and harm reduction. • Works collaboratively with subject matter experts and system leads to identify emerging trends for standardization of care delivery and harm reduction. • Identifies opportunities for innovation/improvement in standardization and harm reduction. • Set the strategic plan to advance high reliability through standardization of clinical care processes. • Oversight for the system's tactical efforts to advance high reliability and standardized care. • Oversight for engaging physicians in the system's culture of safety, including event reporting, error detection, shared learning, and harm reduction/prevention. • Oversight for the advancement of the strategic plan to standardize care through care pathways, order sets, formulary, and technology. • Oversight and leadership for the ministry work to create a strong foundation to mature as high reliability organization. Oversight work may include developing a leadership commitment to zero-harm goals, establishing a positive safety culture, and instituting a robust process improvement culture. 	<ul style="list-style-type: none"> • Demonstrates the knowledge and skills necessary to provide care appropriate to the age of the patients served on his or her assigned unit. • Demonstrates knowledge of the principles of growth and development of the life span and possesses the ability to assess data reflective of the patient's status and interprets the appropriate information needed to identify each patient's requirements relative to his or her age, specific needs and to provide the care needed as described in departmental policies and procedures.

System Nursing & Quality Organizational Chart



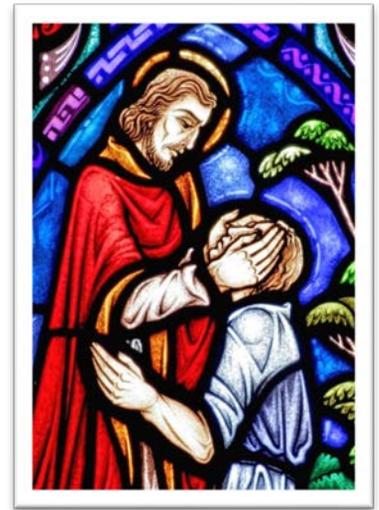
*Position under recruitment and outlined in this document.

Who we are

Our Mission

Our new ministry...

Extends the compassionate ministry of Jesus by improving the health and well-being of our communities and brings good help to those in need, especially people who are poor, dying and underserved.



Our Values

HUMAN DIGNITY - We commit to upholding the sacredness of life and being respectful and inclusive of everyone.

INTEGRITY - We commit to acting ethically and modeling right relationships in all of our individual and organizational encounters.

COMPASSION - We commit to accompanying those we serve with mercy and tenderness, recognizing that “being with” is as important as “doing for.”

STEWARDSHIP - We commit to promoting the responsible use of all human and financial resources, including Earth itself.

SERVICE - We commit to providing the highest quality in every dimension of our ministry.

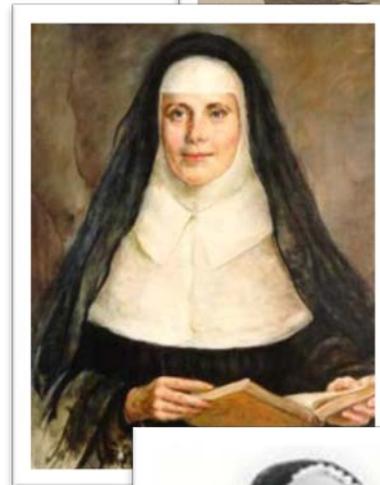
Our Vision

Inspired by God’s hope for the world, we will be a ministry where associates want to work, clinicians want to practice, people seek wellness and communities thrive.

Our History

Our Catholic health care heritage evolved from women religious who, in the eighteenth and nineteenth centuries, began ministries dedicated to serving people who are poor, underserved, and dying.

Their legacies inspire us to extend Jesus' healing ministry through compassion and service, providing almost \$2 million each day in care and programs to individuals in need and in support of entire communities.



Called together to serve as one

On September 1, 2018 Bon Secours Health System and Mercy Health combined to become the United States' fifth largest Catholic health care ministry and one of the nation's 20 largest health care systems.

Bon Secours Mercy Health serves communities in seven states in the eastern U.S. and is comprised of 43 hospitals and more than 1,000 care sites. We employ over 57,000 people, including 2,100 physicians and advanced practice clinicians.

Bon Secours Mercy Health at a glance

Patient encounters: 10.3 million

Places to receive care: 1,000+

Hospitals: 43

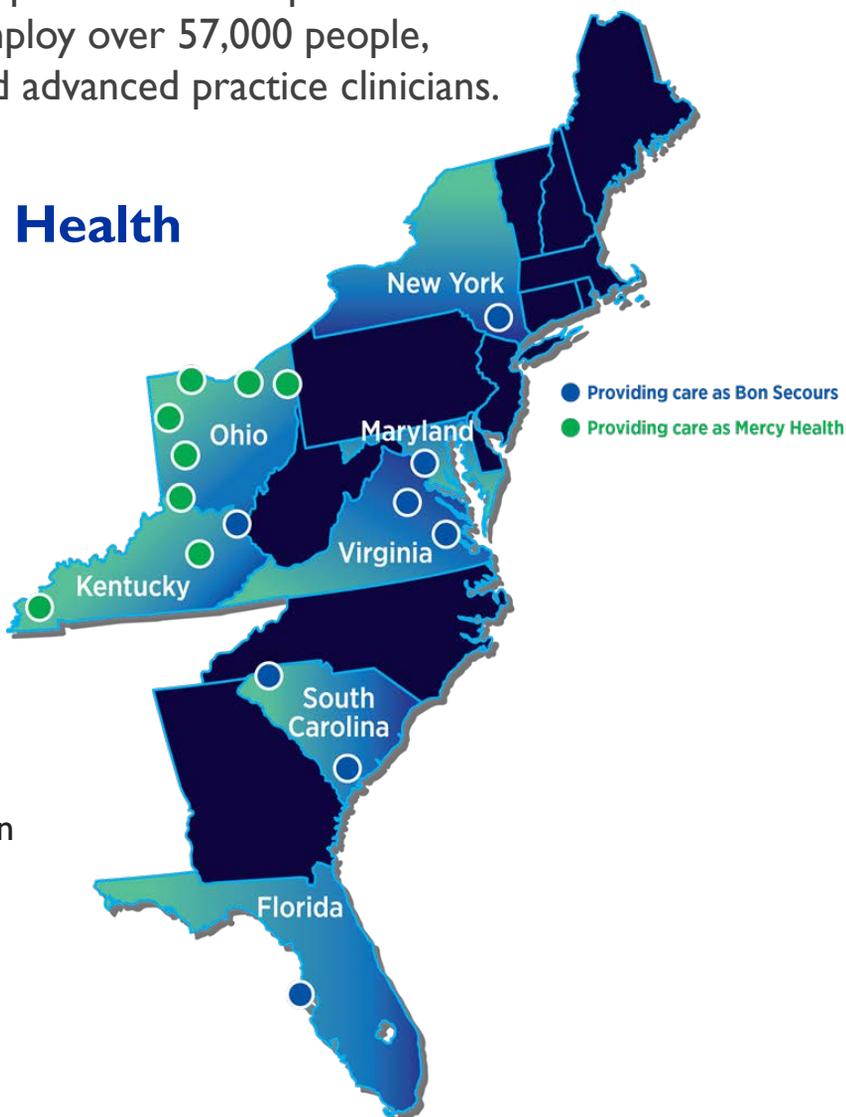
Employees: 57,000+

Employed providers: 2,100+

Total community benefit: Over \$640 million

Operating income: \$293 million

Net operating revenue: \$8 billion



Groups

Atlantic Group

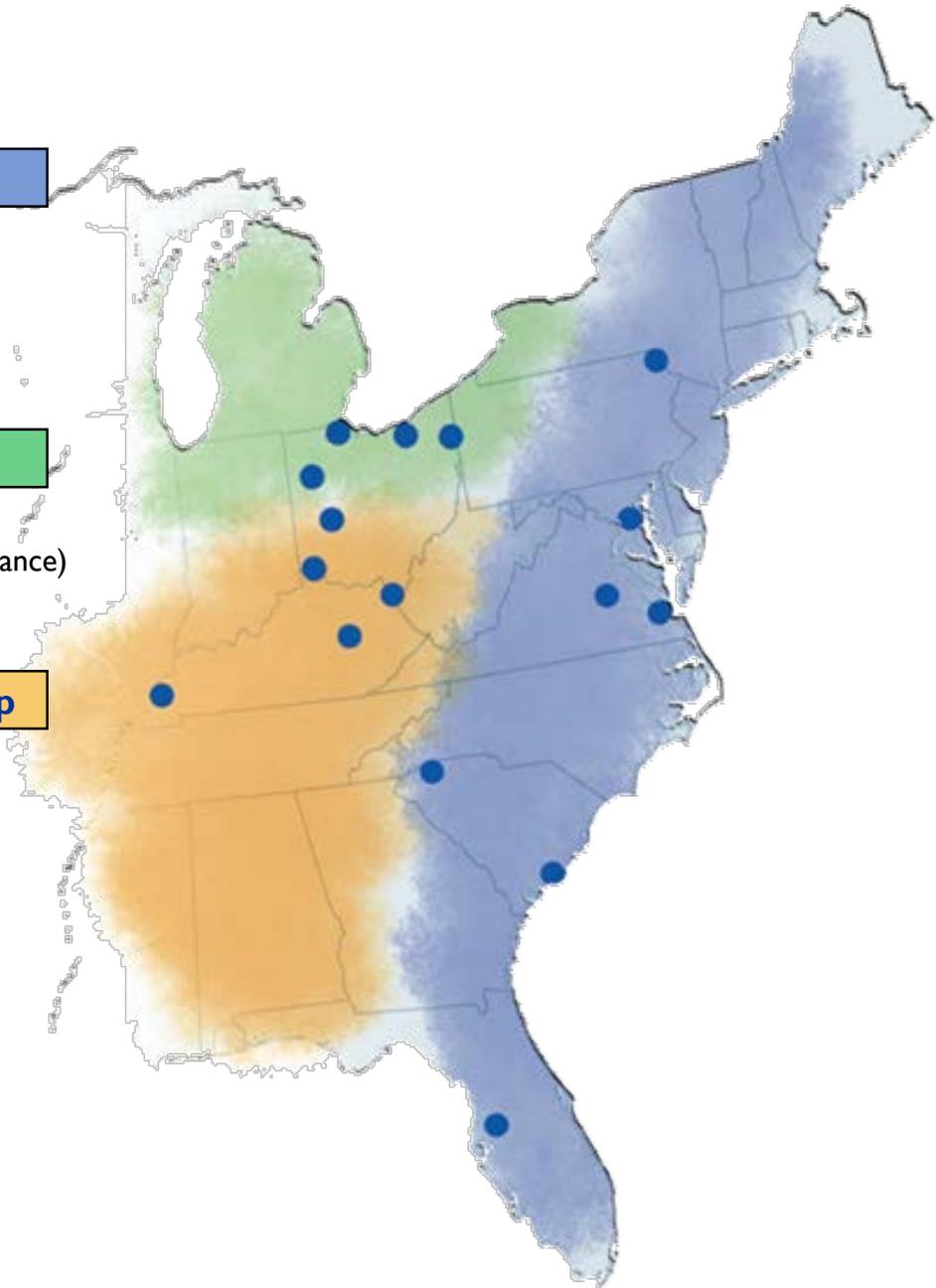
New York
Maryland
Virginia
South Carolina
Florida

Great Lakes Group

Lima
Toledo (Tiffin, Willard, Defiance)
Lorain
Youngstown

Mid-American Group

Cincinnati
Springfield (Urbana)
Ashland
Paducah (Irvine)



We are called to serve

We are dedicated to continually improving health care quality, safety, and cost-effectiveness. Our hospitals, care sites, and clinicians are routinely recognized with national awards for clinical and operational excellence, including:

- World's Most Ethical Company
- Gallup Great Workplace Award
- DiversityInc Top Hospitals & Health Systems
- "Most Wired" Health System
- *Working Mother* magazine's Best Company for Multicultural Women
- American Heart Association Workplace Health Achievement Index
- Healthiest 100 Workplaces in America
- Best Employer for Healthy Lifestyles

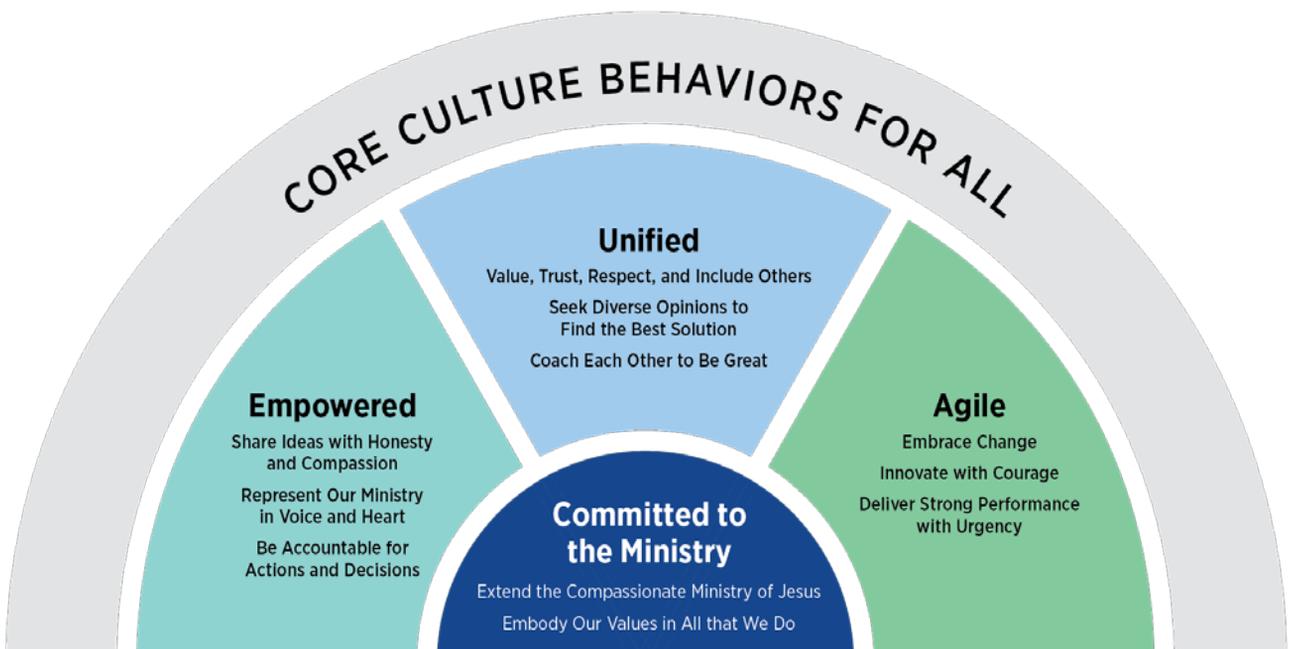


By utilizing robust measurement and reporting processes, we hold ourselves accountable for enhancing care and improving outcomes for our patients, residents, and clients. Through partnerships and investments in innovative processes, technologies, and products, we continually strive to drive health care quality while reducing costs and addressing health care issues facing entire communities.

Core culture behaviors

In order to deliver on our Mission and set us apart, there are some things that we must do better than any other health system as we continue caring for our communities. We are focused on being an **empowered, unified, and agile** team of people who are passionately **committed to the ministry**.

We expect all employees to display these behaviors every day as we do our work.



Our future is bright

Like the courageous women who defied the conventions of their time to provide innovative services in their communities, Bon Secours Mercy Health is breaking new ground as we strategically grow and evolve.

It's no surprise to us that the *Wall Street Journal*, *Becker's Hospital Review*, and *Modern Healthcare* have recognized us as a thought leader in our pioneering approach to succeeding in the current health care environment.

THE WALL STREET JOURNAL.

**Bon Secours and Mercy Health Merger
Creates Regional Hospital Giant**

BECKER'S

Hospital Review

**Is bigger better? Mega
mergers return to health
systems — 3 thoughts**

Modern Healthcare

**Mercy Health and Bon
Secours complete merger**

THE WALL STREET JOURNAL.

Hospital Giants Plan to Merge

BECKER'S

Hospital Review

**New \$8B health system:
Bon Secours, Mercy Health
finalize merger**